

~~SECRET~~27 July 1987  
OCA 87-2889

MEMORANDUM FOR: The Director

FROM: David D. Gries *DDG*  
Director of Congressional Affairs

SUBJECT: Your meeting with Representatives Stokes and  
Hyde on 30 July 1987

Bob Gates and I will accompany you to your regular meeting with Chairman Louis Stokes (D., OH) and Ranking Minority Member Henry Hyde (R., IL) of the House Intelligence Committee on Thursday, 30 July, at 0800 in Room H-405, The Capitol.

Items for your agenda might include:

Your new special counsel: As you know, both Members are also on the Iran/Contra Committee. Therefore, they will be particularly interested in hearing of your intentions if you wish to share them at this time. Committee staffers have already expressed interest based on their reading of the Washington Times article of 20 July 1987.

25X1 General Accounting Office/Pakistan: Representative Gray (D., PA), Chairman of the House Budget Committee, has introduced legislation requiring GAO audit of the Afghan program. Mr. Stokes [ ] asked  
25X1 Mr. Gray to accept a briefing on the program and its accountability features before pressing for the legislation. That briefing will be given on 28 July by [ ] Chief of the Afghan Task Force, and the Comptroller. We will give you an update on Mr. Gray's reaction.

25X1 Both Mr. Stokes and Mr. Hyde are travelling to Pakistan (as well as Turkey, Greece, and West Germany) during the August recess to look into the accountability of the program, in part to be able to reassure Members such as Mr. Gray that they have personally reviewed the situation. [ ]

25X1 All Portions SECRET

[ ]

~~SECRET~~

**Page Denied**

Next 1 Page(s) In Document Denied

**A**

Central Intelligence Agency



Washington, D. C. 20505

The Honorable Louis Stokes, Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

Thank you for your letter of 5 June 1987 expressing your concern about the Central Intelligence Agency's (CIA's) replacement of General Services Administration (GSA) Federal Protective Officers (FPOs) with special CIA security officers.

I have reviewed the recent correspondence on this subject sent to you by then-Acting Director Gates. While I believe the Agency is making a good effort at this time to improve the hiring of former FPOs, I share your concern that this matter needs continuing attention. I assure you that I will monitor our progress, and I will take the occasion of our regular meetings to give you periodic updates.

With respect to your question about the pay offered to the FPOs, as we have explained to your staff, prior to October 1985 SPO starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, like the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 when the pay cap was modified were hired at the GS-06, Step 1 level.

While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. Although we were able to attract many qualified recruits, they came mainly from outside the D.C. area; the thought of a pay cut was surely a disincentive to many FPOs. We believe this explains in part why only a small number of FPOs applied to become SPOs.

In addition, as you know, our staffs met on 12 June for a thorough discussion of the matter. Our officers explained the actions we are taking to encourage former FPOs to apply for our Security Protective Officer (SPO) positions. This includes letters written to 197 former FPOs to inform them about the SPO positions and to invite them to apply.

On 20 June the Agency held an open house at the Headquarters auditorium to meet with FPOs, explain our program and to solicit their applications. Fifty-four of our former FPOs responded and attended that open house. We have already received 26 applications from former FPOs as a result of these initiatives. All applications from former FPOs will be given preferential treatment. Of course, we will continue to keep your staff informed of our progress.

I look forward to hearing your views on improving the CIA's minority hiring performance. I hope we can work together to ensure a successful program.

Sincerely yours,

William H. Webster  
Director of Central Intelligence

**B**

**Page Denied**